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TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

March 1990 #94

Embezzlement, Payoffs ...

IBT VP Vitale Faces Charges

International VP George Vitale has been hit with seven charges filed Feb. 20 by court-appointed Investigations Officer Charles Carberry. The charges allege Vitale engaged in a "pattern and practice of using your positions at Detroit Local 283 corruptly and for your personal benefit ... (and) actively discouraged members' participation in the affairs of the union and deliberately sought to keep them ignorant of the duties and actions of the executive board. ..."

Under terms of the RICO settlement, these charges will be heard by court-appointed Administrator Frederick Lacey, after at least a 30-day interval. If convicted, Vitale could be removed from all posts and expelled from the union. The charges include:

- Embezzlement of $10,116 from Local 283 in 1987-89 in a scam where the local paid FICA tax for Vitale that was already paid.
- Attempted conversion of a $25,000 Lincoln from union assets to personal property, a move blocked by rank-and-file legal action.
- Embezzlement of union funds and acceptance of employer payoffs, for which Vitale was already convicted.
- Dealing with known mafia figures and soliciting funds from Alan Dorfman, as a trustee of the Michigan Health & Welfare Fund.
- Denial of numerous membership rights, especially to challengers on the Rank & File Slate.
- Filing false LM-2 reports with the Department of Labor to hide his true income.

In October, Vitale was narrowly defeated by TDUer Don Stone and the Rank & File Slate, but his friends in the hierarchy said the members must vote again. That re-run election is in progress, and the ballots were mailed prior to the charges becoming public.

Vitale is the third International VP to be charged. He was appointed International VP last year by President William McCarthy.

Justice Finally Prevails

Atlanta Election Is On!

The Berlin Wall is down, Solidarity rules in Poland, and Nelson Mandela is free. What else could top off the international struggle for democracy? How about a free and fair election in Georgia Local 728?

It's finally happened. A court order was reached Feb. 2 between the U.S. Department of Labor (DOL) and locals 728 and 928 to merge the locals back together and conduct a supervised election no later than May 19. After two years in court and embarrassing revelations in the investigation of Lamar Mathis and Jerry King, they threw in the towel.

The case would still be in court, but the International union intervened Jan. 24—citing that "Atlanta has been an embarrassment to the International Brotherhood of Teamsters"—and resolved the final issue of merging the locals and banning any move to split them up again before April 15, 1991.

Lamar Mathis was reportedly shocked at the International's decision, but there wasn't much he could do to stop the new supervised election because Local 928 is under trusteeship, leaving him no choice.

Terms of the court order are as follows:

- The stolen election of 1987 has been invalidated and a new election ordered for both locals by May 19, 1990. Both the election and the nominations will be supervised by officers of the DOL.
- Locals 928 and 728 will merge as of the date of the installation of officers, no later than June 1, 1990, with all assets of Local 928 being transferred to 728.
- No candidate in the supervised election, neither incumbent officer of Local 728 nor trustee of 928, will serve on the election committee. This will be the first election in recent history that hasn't been under the control of the Mathis family.
- All decisions on election violations will be determined by the DOL. Persons elected in the supervised election will hold office until Dec. 31, 1992.
- No party from Local 928 or 728 will sponsor, endorse or authorize any disaffiliation of any members of the combined Local 728 into another local union from May 19, 1990, to April 15, 1991.
- The election will be conducted by walk-in vote. Every polling place will have observers from the DOL, monitoring the vote and controlling the ballot boxes.

The reform slate, "Teamsters for Democracy (TFD)," filed the initial charges and was the only party to intervene in the case in federal court. The slate was instrumental in getting a new election and in developing fair election rules. TFD has been assured by the DOL that its observers will be in the physical presence of all ballot boxes, before, during and after the polling. The DOL has also assured TFD candidates that its agents will be watching for illegal campaigning on company property by the incumbents, and company interference in the election.

Lamar Mathis and Jerry King finally have to face the real decision of the membership. Their only hope is to believe that the members in locals 728 and 928 will forget that the last election was rigged and the rights of the membership trampled on. Teamsters in Atlanta have proven to have long memories, however, and won't easily forget the stolen election, the denial of elected stewards, the giant salaries, and the sweetheart deals signed by Mathis and King.

The TFD slate is offering a new day for Local 728. With the supervised election, the membership is looking forward to placing into office candidates whose integrity, honesty and solidarity cannot be questioned. With the UPS and Master Freight agreements coming up, the membership wants a leadership that will stand for the rank and file. They now have their chance, in the first clean election that Georgia Teamsters have seen in years.

GEORGIA TEAMSTERS and TFD candidates Richard Black (l) and James Chancy (r) talk with independent candidate for General President Ron Carey (c) during a Carey Campaign rally near Atlanta in February.

Teamsters for a Democratic Union
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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union (application on back page).

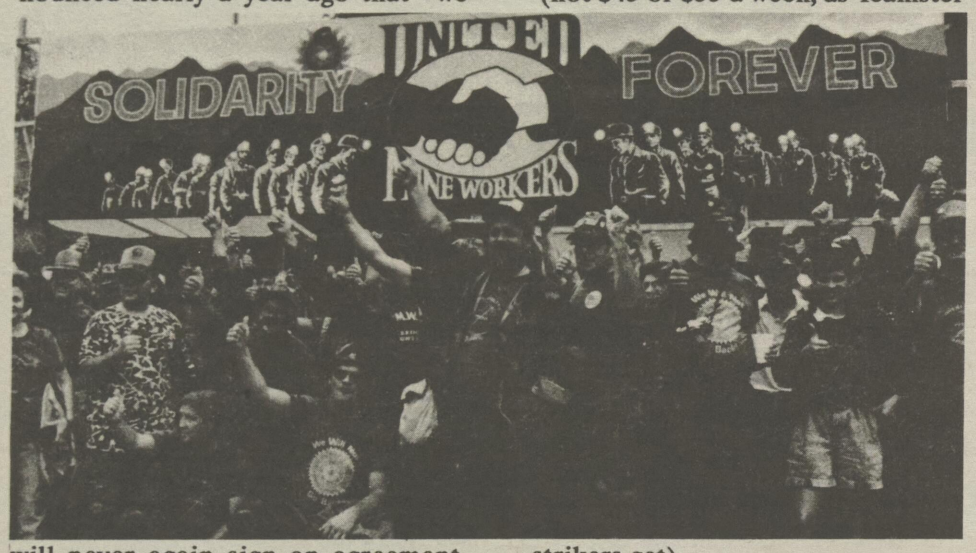
UNION SOLIDARITY

Innovative Strategy Beats Union Busting

Pittston Strikers Show How to Win

The United Mine Workers of America declared victory Feb. 20 in their nearly 11-month strike against union busting at the Pittston Coal Co. The corporation had sought to break out of the pattern of the national master coal agreement.

Corporate CEO Paul Douglas announced nearly a year ago that "we will never again sign an agreement that keeps us in the (union's national pension and health and welfare plans)." The Miner Workers saw him eat those words as some 1,800 members in Virginia, West Virginia and Kentucky ratified their victory by a 2-to-1 vote. The strike cost the corporation an estimated loss of $60 million in profits.



The contract won was not exceptional for the coal industry. It provides a $1.20 wage hike over three years, maintains full benefits, and a measure of job security as well. What is exceptional is that a major corporation was turned back from union busting by a determined union, and master contract bargaining was protected.

A Turning Point for Labor

As we enter a new decade, this victory can be a turning point for the labor movement. In the 1980s we saw a number of defeats and retreats for the labor movement. The miners have shown us a new way for the 1990s.

Some of the highpoints of the strike that made the difference:

- The union provided $200 a week in strike benefits and full H&W coverage for each strikers' family (not $45 or $55 a week, as Teamster strikers get).
- The strikers took their struggle to the community, winning widespread support, including from churches. In November, the strikers even ran their district president, Jackie Stump, against a Virginia state senator who refused to back their strike. Brother Stump won in a landslide as a write-in candidate. The union conducted a corporate campaign against Pittston and the banks who finance it.
- The strikers and their union took their struggle to the streets. Some 4,000 people were arrested in peaceful, non-violent civil disobedience, many of them multiple times. Union leaders, strikers, the widows of miners, and clergymen alike sat down and sat in to disrupt coal production. For a time, the miners even occupied the processing plant.
- The strikers took their struggle to the labor movement, and solidarity poured in. Money, food and supplies were sent, caravans came to Camp Solidarity, their strike headquarters, and other miners went out on sympathy strikes for a period.
- The union leadership was with the strikers in a determination to win. The union absorbed fines of many millions of dollars. Even after many fines have been dropped—the union refused to ratify the agreement until some were taken off—there is still a $65 million fine not yet settled.

TDU members had joined unionists across North America and from other nations in backing this major labor battle of the past year. At the TDU Rank & File Convention in November, Pittston strike leaders told their story, introduced by TDU co-chair Mike Ruscigno, who had just visited Camp Solidarity.

The Mine Workers' victory is part of a new day for labor. More and more union members are tired of losing and ready to start winning. Those of us in TDU are proud to be in the front ranks of labor's new direction.

Mine Workers' Leader Joins Carey Campaign

Independent candidate for General President Ron Carey has announced that his campaign manager will be Eddie Burke, one of the leaders of the victorious struggle at Pittston Coal. Burke will be leaving his position as the Southeastern regional director of the United Mine Workers (UMWA).

Burke is no stranger to successful electoral campaigns. He was involved in the Miners For Democracy victory in the UMWA in 1973 when the members took back their union from a corrupt regime, in a government-supervised election. He was heavily involved in the 1982 victory of Rich Trumpka, the present UMWA president. Burke has served in various capacities for the UMWA, including International organizing director.

Brother Burke brings experience in cleaning up and reforming a major union, and in developing winning tactics and strategies against corporate union busting. He reports that while it is hard to leave the UMWA, he is eager to work alongside Teamsters for a stronger, more democratic union.

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How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 700, Washington, D.C., 20036. (202) 785-3707.

N.Y./N.J. Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, N.Y., 11217. (718) 852-9230.

Western Organizer: Doug Allan, P.O. Box 7445, La Verne, Calif., 91750. (714) 593-9791.

TDU International Steering Committee

Co-Chairs:
Pete Camarata, Detroit Local 299
Dan Campbell, Saginaw, Mich. Local 486
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Sarah Bequette, St. Louis Local 600 spouse
John Braxton, Philadelphia Local 623
J. Anthony Smith, Washington, D.C., Local 639

Members:
Scott Askey, Barstow, Calif., Local 63
Sam Fenn, Los Angeles Local 63
Jackie Jenkins, Memphis, Tenn., Local 891
Connie McArthur, Seattle Local 174
J. B. McCallister, Denver Local 961
Michael Ruscigno, New York Local 138
Don Stone, Detroit Local 283

Alternates:
Dana Beougher, Tampa Local 79
Gillian Furst, Minneapolis Local 1145
Rick Clark, Boston Local 25

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1989 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

PENSION, H&W, LEGAL NEWS

Wilkes-Barre Local 401

Officers Give Retirees the Shaft

More than 950 Local 401 retirees in Wilkes-Barre, Pa., are fighting against a 1989 increase in monthly death-benefit costs that active members of Local 401 don't have to pay. The current cost is $3 per member for a death benefit that pays $2,000 to a Teamster's family when he or she dies. But the local executive board decided retirees should pay an extra $5 per member—which would result in an additional $4,750 per month increase in the fund. The fund's current assets are over $90,000.

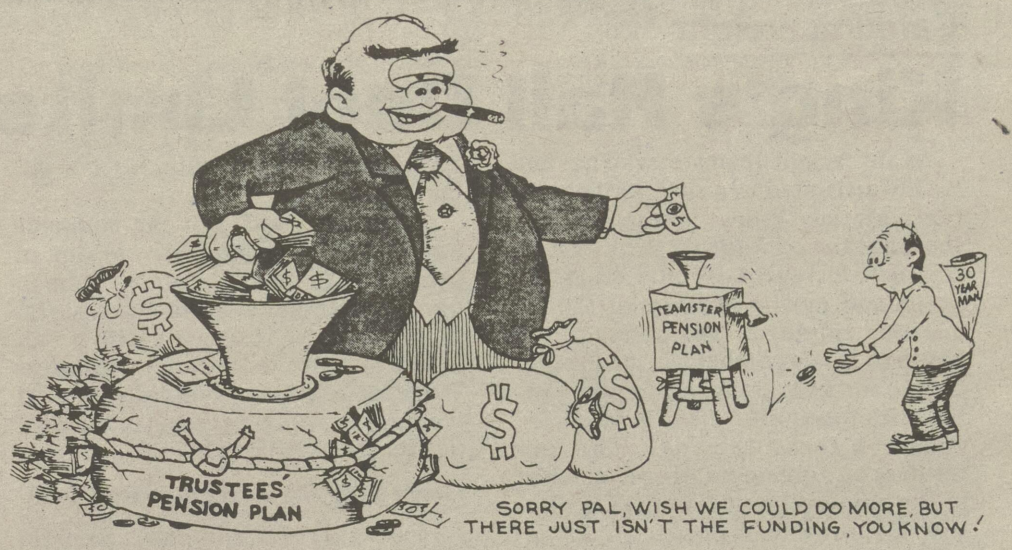
When the retired Teamsters fought against the move, the executive board retaliated by deciding the retirees could no longer use the union hall for meetings. Apparently, a letter the retirees sent to Investigations Officer Charles Carberry about the increase got things heated up. In a letter to the retirees, the executive board stated, "The Executive Board was outraged by the statement that there is something afoot here. ... A motion was made, seconded, and unanimously voted upon not to allow further Retiree Meetings at our Local Union Hall." The letter continued, "PLEASE NOTE: A final decision was reached concerning the death benefit assessments! You, as retirees, have no recourse according to the bylaws. The Local cannot allow you to use our Meeting Hall to undermine and sabotage our Local."

In response, the president of Teamster Retirees Local 401, David Richards, said, "We've been fighters all our lives. This is our building. We damn well bought and paid for it."

The retirees had tried to work out a compromise last year in which all members, retired and active, would pay $5 per month, but the executive board turned this down.

Dave Kapitula, a steward in Local 401, said he's strongly opposed to excluding the retirees' meetings from the union hall.

"On the contrary, I would encourage it—they should have access to it without exception. Our retired brothers and sisters should be treated with the same dignity and respect as our active members," Kapitula said. "As far as the death assessment hike from $3 to $8 goes, it is absurd. If there is a need for this increase, it should be split evenly between the active and the retired brothers and sisters."


TRUSTEES' PENSION PLAN
TEAMSTER PENSION PLAN
30 YEAR MAN
SORRY PAL, WISH WE COULD DO MORE, BUT THERE JUST ISN'T THE FUNDING, YOU KNOW!

March 3—Teamster Headquarters

Rally for Pension Improvements

A rally to demand major pension improvement is expected to draw hundreds of Teamsters from several states Saturday, March 3 at IBT headquarters, known as the "Marble Palace," in Washington, D.C. The rally will begin at 10 a.m. Teamsters will come from various pension funds, including the Central Pennsylvania Fund, Central States Fund, Western Pennsylvania Fund, and various local funds in Philadelphia, Baltimore, Washington, D.C., and other areas. All Teamsters interested in a better pension are urged to attend and show their support for this movement.

"We're rallying together all Teamsters for pension improvements that are long overdue," Adam Frye of Harrisburg Local 776 stated, "and we intend to keep building the movement until we win."

Frye is one of the organizers of the rally. The idea behind the movement is the demand that all pension plans come up to the highest level of benefits, and that our union trustees work for the working and retired Teamsters, not themselves.

Although called on short notice, the rally could be one of the largest ever held at the Marble Palace.

SATURDAY, MARCH 3
10 a.m.

RALLY FOR PENSION IMPROVEMENTS

IBT Headquarters
Washington, D.C.
25 Louisiana Ave., N.W.

Supplemental Rules Clarify Post-Accident Drug Testing

An adjustment to federal regulations on post-accident drug testing eased the requirement for when truck drivers must be tested: only when the accident is reportable and when a citation is issued to the truck driver by the investigating law enforcement officer.

The Federal Highway Administration (FHWA) issued supplemental rules Feb. 1 to its drug-testing regulations. Earlier rules had required post-accident testing after a reportable accident—one causing injury or death, or $4,400 in property damage—whether or not the truck driver was at fault.

Despite the change in rules, the FHWA will not require either post-accident or random drug testing until federal court-imposed injunctions are lifted.

Other supplemental rules to the federal regulations include:

- A company may hire a driver without a pre-employment test if the driver has been tested within the last six months and has not been out of work for more than 30 days.
- The medical review officer (MRO) may ask the employer to have an employee contact the MRO, if the MRO's own efforts to reach an employee are unsuccessful; and, the MRO will identify the controlled substance of a positive test result, rather than report only whether results were positive or negative.

The supplemental rules were published in the Feb. 1 Federal Register.

Appeal Strikes Blow at NLRB 'Deferral'

TDU won a victory for all Teamsters on Jan. 23 when Paul Hammontree, a Consolidated Freightways driver in Memphis Local 667, won his case at the U.S. Circuit Court of Appeals for the District of Columbia, against the "deferral doctrine" of the National Labor Relations Board.

Under this NLRB practice, in force since the early 1980s, members who have been discriminated against by their employer for union-related activities (filing grievances, TDU activity, etc.) have found their cases deferred by the NLRB to the grievance panels. This has made the NLRB nearly useless, since often both the union and employer representatives on panels collude to get rid of so-called "trouble-makers," exactly those active members that the NLRB is supposed to protect.

That is precisely why the NLRB should *not* defer employees' unfair labor practice charges to Teamster grievance panels, according to the federal court's opinion. A portion of the decision reads, "Because of widespread corruption, not all unions can be trusted to safeguard the interests of all of their employees ... the Teamster system does not adequately protect the individual from management or union discrimination. In effect, it mandates negotiation over whether the statute (law) has been violated and places the alleged violators in the position of deciding the outcome of the grievance."

The judge ordered the NLRB to decide Hammontree's unfair labor practice charge, which involved CF's harassment and discrimination against him for filing meritorious grievances. The court agreed with the NLRB, however, that claims requiring the interpretation of contract language in order that they may be resolved are still subject to deferral.

TDU attorney Paul Levy, who represented Hammontree, said that the decision "should ensure union members that they can obtain enforcement of their statutory rights even if they feel that they cannot count on their unions to protect them against employer abuses. At a time when Teamster reformers are battling to take control of their union back from organized crime, this renewed assurance of government protection will make it that much easier to persuade workers to become involved in union affairs without fear that they are going to lose their jobs."

Levy cautioned, however, that the Court of Appeals is the second-highest U.S.court, and without a ruling from the Supreme Court, the NLRB still may not always follow this decision.

CENTRAL STATES PENSION REPORT

An independent actuarial report on the Central States Pension Fund, "Funding Policy and the Affordability of New Benefits," is available from the TDU national office. Single copy free to TDU members, others please enclose $1. Bulk orders: 10-25, 75 cents each; 26-50, 60 cents each; 51-100; 50 cents each.

FREIGHT NEWS

Carolina Freight

King's Rail Deal Limits Bids to Atlanta

As any freight Teamster who has had his life disrupted by a change of operations already knows, these changes seem to take on a life of their own, in complete disregard of contractual language and mostly in favor of the requesting employer. The power of the union to stop a company from disrupting the workforce and cutting the possibilities for employment is rarely invoked in these hearings. The end result is an agreement of convenience to the employers, and a nomadic lifestyle for many Teamsters.

The latest example of a poorly executed change of operations occurred at Carolina Freight. Before April 16, Carolina intends to shut down its road board at Rocky Mount, N.C., Baltimore, Wheeling and Parkersburg, W. Va., Jacksonville, Fla., Columbus, Ohio, and Linden, N.J.

Employees displaced by the shutdowns must relocate to Cincinnati, Toledo, Cleveland, Nashville, Carlisle, Pa., Chicago, Cherryville, N.C. or Atlanta.

So far, so good. But the company has cheated Carolina drivers out of prime jobs in Atlanta, forcing them to uproot their families and move north. In the process, Carolina will be allowed to move more freight with less Teamster help and, eventually, hire off the street if volume goes up in the near future out of Atlanta.

Jerry King Signs Another Rail Deal

How did this happen? Shortly before the change of operations, Carolina worked out a deal with Atlanta Local 728's president, Jerry King, to allow a rail agreement out of Atlanta. King, who has signed the same agreements with ABF, Yellow and CF, happily went along with Carolina's request knowing that a new breakbulk was under construction in Atlanta and the volume of freight would be rising. Instead of enforcing the contract, King signed the company's rail agreement, which means Carolina can rail freight that would normally be moved by drivers.

To their credit, Atlanta drivers voted down the rail agreement twice. But King was persistent and by the third vote had worn the drivers down. By the time of the change of operations, Atlanta, which would have been due many more road drivers as a gaining terminal, now needed only 15.

What makes the situation worse is that Carolina's new Atlanta terminal has space for more than 200 drivers. "Once all of us with seniority have packed up and moved north, they're going to hire 100 men off the streets—who never worked a day in their life for Carolina Freight—as casuals," said Tom Braden, a TDU member who is being forced to Cincinnati as a result of the change.

Braden and Local 391 steward Don Lloyd have taken leadership roles in filing grievances based on the change, but Local 391 has refused to process them. In a related case, grievances were filed on the bids of two disabled members who will never return to work. Their bids on the change were filled without even giving them a call. Now, their spots on the seniority list are ensured, and the company will have the right to use casuals to replace them.

Change of Operations

It's a shame when officials like Jerry King are allowed to undermine seniority systemwide and cut Teamster jobs by agreeing to give up freight to the rails. We can only guess what he got in return. It's a bigger shame when higher-up officials allow locals to cut their own deals and, in effect, destroy the integrity of the NMFA.

With major change of operations scheduled for CF and Yellow Freight in the near future, involved Teamsters should be prepared to do their homework and present the best possible case before the change of operations committees. With preparation and a coordinated response from affected local unions, problems like the Carolina change could be avoided.

CDL Law and Wisconsin's Two Licenses Cause Confusion

Patrick Clement
Local 710, PIE
Chicago

As we near the deadline for all states to comply with the federal commercial driver license (CDL) requirements, rumors have cropped up about current Wisconsin licenses.

One rumor claimed a Wisconsin UPS driver was stopped by the Illinois State Police for a routine compliance check. Upon showing the trooper his regular and chauffeur licenses, the driver was allegedly given an $80 ticket for having two licenses.

Another involved a driver for Barry Trucking in Milwaukee who was alleged to have been stopped on the scales in Michigan's Upper Peninsula. Upon showing his two licenses the driver was reportedly arrested and issued an $800 ticket.

These are just two of many rumors you may have heard. I spoke to Ralph Fitzgerald, safety director at Barry Trucking, who said that no drivers from that company had received tickets, in Michigan or elsewhere, for having two licenses. I then spoke with Alexi Carli, UPS safety director in Elm Grove, Wis., who said she had heard the rumors, but that no UPS drivers had received such a ticket.

Sergeant Joe Hamilton of the Illinois State Police reported that no tickets had been issued to any driver for holding the two licenses issued by the state of Wisconsin. He did, however, say that there had been some warnings issued because of confusion over a provision in the CDL law that took effect Jan. 1. Sergeant Hamilton did not know what companies had been involved, but said that the warnings were no longer being issued.

The confusion is the result of a provision in the CDL law that calls for a single license, issued by the driver's home state, showing both the regular license and an endorsement to operate a commercial truck. Sergeant Hamilton said the confusion was due to CDL classes some officers had attended, which gave the impression that all drivers were now required to have a single license issued by their home state.

Wisconsin has always issued two licenses, a regular license for cars and light trucks and a chauffeur's license for commercial trucks. Both licenses carry the same license number, in effect making them the same license.

Wisconsin took steps to correct the problem in 1989 when it mailed a letter to all states explaining that the two licenses were, in effect, one. However, the letter seemed to have the reverse effect of bringing the difference out in the open.

Wisconsin has since begun issuing an interim license to any driver who travels out of state. Drivers renewing their license this year will receive a single, combined license. Those who renewed last year may go in and have a combined license issued.

Until April 1, 1992, the deadline for all states to have a CDL program in effect, some states will be out of step with others. If you are unsure, contact your state motor vehicle department to make sure you are still legal to drive in and out of your home state.

CDL Correction

Our last *Convoy Dispatch* (#93) reported that Wisconsin is now testing for commercial driver licenses. However, the state says it is still drafting its testing procedures and does not expect to begin testing until 1991.

Freight Lines

Large Carriers Suffer Losses in 4th Quarter.

The cost of fuel, workers compensation reserve adjustments, and continued rate discounting resulted in dipping profits for most major carriers in the fourth quarter of 1989. While revenues and tonnage continue to set records, management at the major carriers are facing stockholders and getting the message—rates have to go up.

Yellow Freight was the hardest hit of all the large carriers, finishing with a fourth-quarter operating ratio of 106.1 despite a 7% increase in revenues and an 8% jump in tonnage. Even with depressed earnings, Yellow still made $47.7 million in net profit after taxes for 1989. That should be enough to keep George Powell's big salary coming in.

CF had a neat operating ratio of 96.9 in the fourth quarter and finished the year with more than $107 million in after-tax profit. Losses mounted for the parent company, however, with Emery losing $66 million in 1989. LTL tonnage was up 12% over 1988 and revenues reached a record high of $3.7 billion.

Roadway Services' profits soared a whopping 19% in 1988 to $95.5 million. Roadway Express, the unionized LTL carrier, took in $57 million of this total and Viking and RPS had record revenues and profits. Roadway Chairman Joseph Clapp said he expects profits to rise in 1990 due to a recent 4% rate increase.

Overnite showed that even non-union competition was hurt by 1989's pricing wars as it suffered a 17% drop in profit from record levels in 1988. Overnite's gain in LTL tonnage of 2% for 1989 was well below the increases by the unionized giants. It suffered an 8% loss in truckload tonnage.

Carolina was perhaps the hardest hit of the large carriers, dropping some 88% in profit from 1988 levels. The company claimed that prices were down more than 4% in the fourth quarter of 1989 compared to a year earlier. Carolina has instituted a 4.8% general rate increase and is negotiating with customers to increase prices as existing contracts expire. The completion of several new breakbulk terminals will increase the company's profitability in 1990.

No Wonder There's a Driver Shortage.

Analysis of U.S. Department of Labor statistics shows that several industries couldn't keep up with the median inflation of the 1980s. While inflation rose 65% from 1979 to 1989, wages in trucking and warehousing increased only by 31%, reaching an average of $443.12 per week by 1989. That's something to think about come contract time.

Campaign Off to Good Start at Con-Way Central

Union Needs Power of Members in Organizing Drive

Organizing non-union companies is a tough job. It takes resources and an all-out commitment from the union and the membership. It takes creative approaches and the promise of strong democratic unionism to turn the tide against anti-union employers who have millions of dollars and all the legal advantages to keep unions out.

The difficulty of massing a gigantic organizing campaign was shown in a recent campaign at Central Freight Lines. Employees at Central voted to reject Teamster representation by a 1,621 to 1,404 margin in a bitter eight-month campaign by six Texas locals. It was the fourth time in the company's history that Teamster organizing drives were defeated. All Teamsters lose in a defeat such as this, especially freight Teamsters. Perhaps it's time to look at organizing campaigns such as this and analyze how the union can become more successful in bringing in new members.

Organizing the Unorganized

Fortunately, the union has announced a new organizing drive at Con-Way Central Express (CCX), one of the non-union regional carriers owned by Consolidated Freightways. CCX employs 1,800 drivers and currently pays at least $1.50 less per hour in wages and benefits than CF. Besides the wage differential, work rules and conditions are substandard to those under the NMFA.

The Central States Pension Fund has announced a plan to assist in the organizing drive by offering up to five years of contributory pension credits with the fund if employees go union. That means time spent in the Con-Way pension fund would count toward a Central States pension. The pension would be based on the top class of benefits after 80 weeks of contributions from CCX, and credits would count as paid-in time.

A large percentage of employees at CCX came from Teamster companies that went out of business. With the special pension incentive, many of the former Teamster employees would be eligible for continuous pension coverage as if they had never left the fund.

This is a good start. But it will take the efforts of rank and file members to convince CCX employees of the advantages of going union. So far, all CCX employees have been sent literature from the union explaining the pension benefits and pointing out the advantages to union representation. A toll-free hotline has been established to answer questions and collect names. Plans are to develop a rank and file team of CF Teamsters who will be assigned CCX employees to recruit. They will be asked to visit CCX employees in their homes to talk union with them. Authorization cards will be passed out for signatures as the campaign heats up.

What Will It Take to Organize CCX?

Corporations like CF will fight the union all the way before it allows its employees the right to union membership. There are no guarantees for success. However, the chances can go up if the union continues to use creative thinking and tough measures to force the company's hand.

First, CF should be told in no uncertain terms that it will receive no special deals or consideration from the union until it gives up its anti-union activities at the Con-Way companies. Pressure can be put on CF in the grievance panels and at the bargaining table to defeat union busting.

Second, the union must devote considerable financial resources to hire professional, first-class organizers to carry out the plans. Instead of owning and maintaining a fleet of jets, and paying ungodly sums of money to certain officials in salaries and multiple pensions, the union should put that money where it will do the most good—into organizing the unorganized. TDUers will present an alternative budget at the 1991 IBT Convention to cut the fat and get our priorities straight.

Third, the union should use our most valuable resource, the members, and train them to talk union with employees of non-union companies who want to hear straight from the source what it's like to be a Teamster, not from some official in a three-piece suit driving a Lincoln.

Finally, the union must prove to prospective members that it is a strong and democratic organization that protects the rights of its members. Our newly won Right to Vote should prove to all non-union employees that this union is moving in the right direction. Officials who look the other way at corruption, or who trample on the rights of the rank and file hurt organizing efforts just as surely as a union-busting law firm.

The campaign at CCX gives hope that the union will be serious about organizing drives in the future. Success depends largely on the activity of rank and file members who are willing to do their share. If you are interested in helping to organize CCX, the union is waiting for your call. Contact your local union or call 1-800-334-5104 and ask what you can do to help.

Commercial Drivers License Booklet

A sample test to help you prepare for your Commercial Drivers License

Questions and answers taken from the actual test used in California. Tests are very similar in all states.

$1 each, 50 cents each for 5 or more. Available from TDU, P.O. Box 10128, Detroit, Mich. 48210. Be sure to include full address with your order.

Transcon Gets Financing But ...

Lawsuit Complicates Sale of ANR

Transcon, after obtaining the credit to purchase ANR, expected to close the deal with the Coastal Corporation at the end of February. Those plans may have been temporarily put on hold as Coastal faces a breach of contract suit from Baytree Investors, which is hoping to enjoin the sale of ANR to Transcon.

Transcon announced Jan. 26 that it had selected Congress Financial Corporation—a subsidiary of Corestates Financial Group, which is the holding company for the Philadelphia National Bank—as the lead lender for its purchase of ANR. Congress Financial, along with other lenders, reportedly was establishing a new credit line of $45 million to finance the deal. A formal filing with the change of operations committee was expected along with a combination of the two operations' computers and other technical systems.

Baytree Investors filed suit Feb. 9 in U.S. District Court in Chicago claiming that Coastal had already promised to sell ANR to them.

Baytree Investors is best remembered as the firm that bought PIE from International Utilities in 1986. After several lawsuits, Baytree sold its interest in PIE. After the sale of its interest in PIE, Baytree made headlines by attempting to buy US Truck Lines, American Carriers and to regain control of PIE. Each attempt, in the sleazy tradition of Alan "The Liquidator" Musgrove, was accompanied by legal actions and countersuits.

Coastal and Transcon have announced they will go ahead with the proposed sale contingent on Baytree's suit. Christopher Jansen, Baytree's president, has said Baytree plans to tell the court that it will buy ANR for the same price agreed to by Transcon, which has refused to announce the cost of acquiring ANR. If Transcon's financing falls through, Jansen said Baytree will pay no more than $10 million for ANR, which seems like a bargain.

Grievances on Profit-Sharing

While corporate wheelers and dealers roll the financial dice without a care in the world for the workers who will ultimately be affected, Teamsters at Transcon and ANR are left to worry about the prospective deal, their jobs and where they will be in the future.

But some sharp ANR Teamsters are doing more than worry. They are asking logical questions about the ANR profit-sharing addendum that strike at the core: parent corporations' financial maneuvers.

Grievances have been filed on profit-sharing in at least three local unions: Louisville Local 89; Columbus, Ohio, Local 413, and Pontiac, Mich., Local 614. A group grievance was signed in Local 614 requesting that all documents related to the purchase be made available to the IBT and the local union. It continues:

"Specifically, it is our contention that any profit obtained by Coastal Corporation from this purchase be subject to the terms of the ANR Freight System profit-sharing addendum. We contend that the investment by ANR Freight System employees has substantially increased the value of ANR Freight System Inc. and its holdings. The investment by the employees has allowed ANR Freight Systems to be sold as an operating company as opposed to its defunct liquidation value. It is our request that such records be made forthwith."

IT'S A GOOD THING THE UNION ORGANIZES NEW COMPANIES
AS MANY TIMES AS THIS COMPANY HAS BEEN BOUGHT OR SOLD...
WHITE-OUT
YOU NEVER KNOW WHEN YOU'LL BE WITH A NEW COMPANY!
1313
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ELECTION RULES, HEARINGS

Election Officer Issues

Proposed Rules for Delegate and IBT Elections

Court-appointed Election Officer Michael Holland, whose staff will supervise the delegate elections in each Teamster local and the IBT officer election next year, has issued proposed rules for those elections. Public hearings will now be held on the rules (see box), and members may submit written comments by March 30, 1990. Final rules will be published in April and will be binding on all local unions and the International union.

Each local union received a questionnaire from the Election Officer, and some 80% have completed them. While some officials, including the leadership of New Jersey Joint Council 73 and Northern California Joint Council 7, are blowing smoke about blocking the rank and file election, these rules are one more step in our long road to democracy.

The proposed rules are some 85 pages long, and include a timetable of events for 1990 and 1991, rules for nominations and elections of convention delegates by local unions, rules for International officer nominations and elections, accreditation of candidates for International office, election protests, and more.

The election itself is a first in the 88-year history of our union. Now the publishing of detailed rules and impartial supervision make it even more historic.

It is important that all concerned Teamsters get involved in this process, and now. In just a matter of months, delegate elections will be taking place in locals across North America. The best election rules in the world mean nothing without members in each local preparing now to run reform slates for delegate, committed to a new leadership and direction for our union.

For copies of the rules, or for questions:

Michael H. Holland
Election Officer
c/o International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washinton, D.C. 20005
(202) 624-8778
(800) 828-6496

Summary of Some Highlights in Proposed Rules

Delegate Elections

■ All delegates to the IBT Convention, to be held June 24-28, 1991, in Orlando, Fla., will be elected directly by rank and file balloting. No officers will automatically be delegates. Delegate elections shall be held January through March, 1991, except those local unions that are holding their regular local elections this fall have the option to hold separate delegate elections at that time (October-December, 1990).

■ The delegate elections in each local union shall be by the same procedures it used in its last elections, except where changed by these rules (and these rules make significant changes). Each local union shall sumbit a proposed detailed plan to the Election Officer at least 30 days prior to the date of its notice of nominations, and the plan must gain the approval of the Election Officer.

■ Any member eligible to run for delegate can inspect and make notes from all contracts covering any member of the union, to use such information for campaign purposes. Such requests shall be honored within five days, and this can take place well before the nominations.

■ Delegate candidates shall be on the ballot in order determined by lot. Delegate candidates may list a slate name after their name if they so desire.

■ The rules provide a number of protections regarding nominations, voting, ballot security and counting, in both walk-in and mail ballots. For example, one such rule states that "at no time shall any ballot box be moved from one polling place to another." Another prohibits campaigning within 100 feet of the polls.

■ If walk-in balloting is used, absentee ballots must be provided to anyone who lives or works more than 35 miles from the polling place, or is slated to work, vacation, etc.

■ Mail-ballot voting may be required if, in the Election Officer's opinion, any other form of voting would be so impracticable as to inhibit the members' right to a reasonable opportunity to vote.

■ There are detailed rules regarding pre-election and post-election protests. The most important change here is that protests go straight to the Election Officer, who shall make the determination. Appeals will be heard by the court-appointed Administrator, Judge Frederick Lacey. Election protests will not go through the local union, joint council or IBT.

International Officer Elections

■ The General President, General Secretary-Treasurer and all 16 International VPs shall be elected by direct rank and file secret-ballot voting in December 1991. Five of the VPs shall be elected at-large and 11 by Conference Area: Canadian, one; Eastern, three; Central, three; Western, two; Southern, two.

■ Nominations shall be at the IBT Convention, by secret-ballot vote of the elected delegates. A vote of 5% of the delegates shall be necessary to be nominated and get on the ballot for the membership vote later, in December. Voting to nominate the 16 vice presidents by secret ballot shall be at the end of the second convention day (area VPs will need 5% of the delegates from their area); voting to nominate the General President and Secretary-Treasurer shall be at the end of the fourth day.

■ The entire process shall be supervised by the staff of the Election Officer, like the delegate elections. Most of the same rules apply, including the handling of election protests by the Election Officer.

■ A candidate for International officer may become an "accredited candidate" in 1990 by submitting petitions bearing the names of 2.5% of the membership by Aug. 31, or 2.5% of the Conference Area membership if running for an Area vice president. (Note: 2.5% of the total IBT membership is approximately 40,000.) This will entitle the candidate to campaign space in special issues of the *International Teamster* magazine in October 1990, and in February 1991 (in time for the delegate votes). Candidates may form slates and pool their space. There will be three additional special magazines in September, October and November, 1991, for all nominated candidates, prior to the December one-member one-vote election.

Schedule of Hearings on Proposed IBT Election Rules

SAN FRANCISCO
Tues., March 6
1:30 p.m.to 4:30 p.m.
San Francisco Airport Hilton

SEATTLE
Wed., March 7
1:30 p.m. to 4:30 p.m.
Red Lion Inn
18740 Pacific Highway South

WHITE PLAINS, N.Y.
Tues., March 13
1:30 p.m. to 4:30 p.m.
White Plains Hotel
South Broadway and Lyon Place

BALTIMORE
Wed., March 14
1:30 p.m. to 4:30 p.m.
Baltimore Omni
101 W. Fayette St.

ROSEMONT, ILL.
Fri., March 16
1:30 p.m. to 4:30 p.m.
Sheraton International at O'Hare

MEMPHIS
Tues., March 20
1:30 p.m. to 4:30 p.m.
Brownstone Hotel
300 North Second

CLEVELAND
Wed., March 21
1:30 p.m. to 4:30 p.m.
Holiday Inn, 1111 Lakeside Ave.

CANADIAN CONFERENCE
An additional hearing may also be set within the Canadian Conference. The rules are the same in the United States and Canada.

How to Make Comments on the Proposed Election Rules

TDU leaders, in consultation with our legal team, are studying the proposed rules and will submit written comments and testify at the hearings. We are concerned that these rules are a good start, but need improvement to meet the goal of full democratic protection. We welcome your input.

Anyone interested in making comments on the Election Officer's proposed rules for the 1990-91 election of delegates and International officers may do so in person or in writing. Those wishing to appear in person may make an advance request in writing to Michael H. Holland, Election Officer, c/o IBT, 25 Louisiana Ave., N.W. 20005. Please identify the city in which you would like to appear.

Written comments on the proposed rules also may be sent to the office of the Election Officer at IBT Headquarters. The final day for receiving such written comments is March 30, 1990.

Contact the TDU office for more information on the elections and how you can get involved.

TDU ON THE MOVE

Rank and file Teamsters are preparing for delegate and International elections, and organizing campaigns to improve contracts and pension benefits. Following are highlights of some recent activities.

ATLANTA

Ron Carey's campaign for IBT President got off to a good start in the Southern Conference as 200 Teamsters gathered for a campaign rally in Atlanta. The rally, sponsored by the Teamsters for Democracy slate, also drew from Jacksonville and Orlando, Fla., South Carolina, Chattanooga and Memphis, Tenn., Birmingham, Ala., and Jackson, Miss.

Teamsters in Atlanta at a Feb. 3 campaign rally for Ron Carey.

Carey brought the crowd to it's feet on several occasions, especially when talking about the poor performance of the grievance panels, and the need for reform in the Central States Pension Fund. Perhaps the biggest applause came when he announced "the party's over" for union-busting employers and corrupt union officials the minute he steps into International office.

Before the rally some 60 Teamsters met informally with the candidate to discuss organizing plans on the campaign and to develop tactics on building what will truly become a campaign fueled by the efforts of thousands of rank and file members.

HUNTSVILLE, ALA.

Some 30 Teamsters turned out to the first-ever TDU meeting held in Local 402. Most were UPSers from Huntsville, Athens and Muscle Shoals, who turned out to express their desires for a fair contract, which must include significant pension benefit increases, a decent wage package, more parity for part-timers, and protection against company harassment and loss of jobs to brokers and the rails. Almost all in attendance joined TDU and are now planning for their next TDU meeting.

MEMPHIS

Two large TDU meetings were held Feb. 6. Interest in the Carey campaign is very high. Discussion also focused on the recently published independent actuarial report on the Central States Pension Fund.

The Memphis chapter drafted a motion urging the local to go on record in support of the actuarial study and to demand better benefits from the fund. The motion was introduced at the Feb. 11 meeting. Local officers are now studying the actuarial report and will report back to the membership at the next local meeting. All Teamsters in Local 667 are urged to attend that meeting to vote on the motion.

LOUISIANA

More than 80 Teamsters attended three meetings in Louisiana Feb. 10 and 11 as TDU kicked off an organizing drive with the aim of establishing new chapters in Shreveport, New Orleans and Baton Rouge.

N.Y.—N.J.

There are hundreds of TDU members in dozens of locals in northern New Jersey and New York City. There were several reform-slate victories in recent elections. But the area has nearly 200,000 Teamsters and about 75 locals. So TDUers are organizing to meet the challenges of the delegate elections and upcoming contracts.

An area steering committee is now meeting monthly. A brochure will soon be out explaining more fully members' new rights and announcing an educational conference to be held in late spring.

Members are distributing TDU literature in English and Spanish to jurisdictions not reached before, including manufacturing, health care, food processing and public employees. To help cover the increase in requests for help and information, a workshop is planned for experienced members who are willing to work with Teamsters in new locals.

The spring educational conference will cover our new election rights; how to organize a delegate campaign; how to get the best possible local and national contracts in the new political climate, and more. For more information on activities in the N.Y.-N.J. area, call the TDU New York office: (718) 852-9230.

PENNSYLVANIA

TDU chapters in the "Eight Cities" of central and eastern Pennsylvania have often cooperated in the past, as they share a substandard pension plan dominated by Reading Local 429 and also an area grievance panel in freight. Recent developments have boosted this cooperation to a new level. Members from Scranton Local 229 have been reaching out to Teamsters within their own local and in other locals, such as our new TDU group in Wilkes-Barre Local 401. They also have spread the word to locals outside their area, like Binghamton, Maybrook and Syracuse, N.Y.

TDUers in freight and at UPS in several of the locals are working together to contribute to the Rally for Pension Improvements at IBT headquarters March 3, which was initiated by UPSers in Harrisburg, Pa., and Washington, D.C. (see page 3). Later this spring the Eight Cities chapters will host a conference on "Running for Convention Delegate."

BALTIMORE

The newly formed Baltimore chapter of TDU elected a steering committee Feb. 18 and is working hard to build the pension rally in Washington, D.C.. The Baltimore chapter is forming a delegate committee so interested Teamsters in the area who support reform can run for delegates to the 1991 IBT Convention.

NORTH CAROLINA

Teamsters from North Carolina locals 391, 71 and 61, and South Carolina Local 28 traveled to hear Ron Carey address a meeting in Fayetteville, N.C., sponsored by his campaign. Rank and file members laid the groundwork for delegate campaigns in these locals and Carey introduced his campaign manager, Eddie Burke. Brother Burke recently joined the campaign after 20 years with the United Mine Workers and was a key leader of the major victory at Pittston Coal Co. (see page 2).

KANSAS—MISSOURI

More than 100 Teamsters from Local 795 met in Liberal, Kan., Feb. 7 and 8 to discuss the Central States Pension Fund, delegate elections, and plans for the future. Members at the meetings voted unanimously to build a TDU chapter in Liberal, and an eight-person steering committee was formed. Special guest was J.B. McCallister, from Denver Local 961 and a member of the TDU International Steering Committee. Bernie Cooper, a Yellow Freight road driver, commented after the meetings, "The bottom line is democracy and the right to vote ... my feelings are, now that we have our foot in the door, let's kick it down if we have to."

TDU members met in Kansas City, Mo., Feb. 11 to form a steering committee for the area and plan for the delegate elections. Their next meeting has been set for March 17.

CHICAGO

Chicago Teamsters met Feb. 18 to focus on the Right to Vote and to begin organizing delegate committees to take full advantage of the new day in the Teamsters union. More than 50 Teamsters turned out from six locals in the area. Attorney Robin Potter spoke on the need to organize on the shop floor to win grievances early, before they get to the joint grievance committees where the deck is often stacked against rank and filers. Future plans for Chicago include regular monthly TDU meetings, a commercial drivers license (CDL) workshop in April, and an educational delegate seminar in the summer.

DETROIT

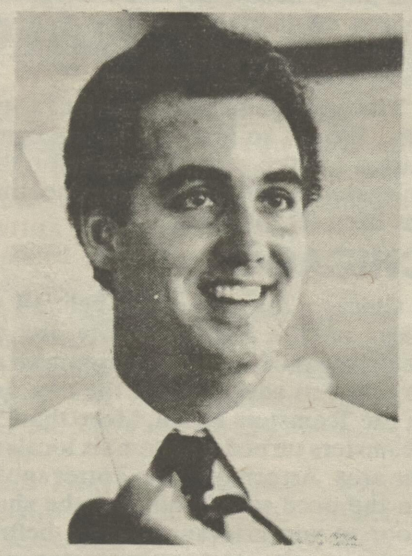
The Detroit Metro TDU chapter sponsored a CDL workshop Feb. 10 attended by 30 freight Teamsters. Jackie Jenkins of Memphis, a third-party tester and UPS feeder driver in Mississippi Local 891, led the day-long seminar, which covered all aspects of the CDL test, including general knowledge, doubles/triples, air brakes, hazardous materials, and tankhaul. Said workshop participant Pete Camarata, "Jackie did a great job. Everybody that came said they found the workshop very informative and would recommend that any driver attend such a workshop."

SEATTLE

TDU in the Puget Sound area of Washington state is growing rapidly, adding members at new barns and industries beyond the base at UPS. To facilitate growth and participation, the Evergreen chapter in Seattle has branched out into localized meetings in Tacoma and other cities.

The Rank & File Slate in Detroit Local 283 defeated International VP George Vitale in last fall's local election. Pictured at a recent campaign committee meeting are Don Stone, president-elect, Frank Honor, secretary-treasurer-elect, Linda Innis, trustee-elect, and Jeff Wardzinski, candidate for vice president. Their spirits are bolstered by growing support for their grass-roots campaign. The General Executive Board upheld the decision of Vitale's Joint Council 43 buddies to overturn the fall election and make the members "vote till they get it right." Ballots for the rerun election were mailed Feb. 20 and Local 283 members are working hard to beat the corrupt Vitale regime, again.

UPS CONTRACT CAMPAIGN—1990



J. Anthony Smith
Local 639 package steward
Washington, D.C.

Brother and Sister Teamsters, do not be fooled or intimidated by UPS management's psychological warfare surrounding current contract negotiations. Their threats of strike or lockout and claims that they can't afford it are just attempts to silence our call for fair contract improvements: wages, benefits and most importantly working conditions. Remember, a No vote is not necessarily a strike vote, it is rather a step toward improving your contract. I feel it will probably be necessary for us to turn down at least one contract offer before bargaining gets serious and we get the best offer UPS can provide. Be prepared to vote No and say Yes to an improved contract with better working conditions for our members.

March 6-7
Proposals Exchanged
•
5 Months
Until UPS Contract
Expires
•
ORGANIZE NOW!

Tired of Incentives?

Union Can Nullify Plan in Negotiations

UPSers should consider during contract time whether they want to continue on the Incentive Plan in their centers or void it. Local 58 drivers in Kelso, Wash., have taken the first step to show how to get rid of it.

The Incentive Plan is a mandatory subject of bargaining between our union and UPS. The NLRB has ruled on many occasions that incentives cannot be unilaterally imposed, they must be negotiated with our local unions and voted on by the affected members.

But what about those centers already on incentives? Central Conference supplemental language was negotiated in 1987 offering a way out through the grievance procedure, if a majority of drivers affected sign grievances within a three-week window period. But drivers in few centers have been able to complete the procedure as UPS reacts with heavy one-on-one pressure and threats of lost work as soon as it becomes aware that grievances are being compiled.

Another option is to take advantage of contract negotiations to essentially void incentive agreements. That's what the Kelso drivers are doing. Prior to their contract proposals meeting, drivers circulated a petition stating they want to terminate the Incentive Plan in their center effective with the ratification of the 1990 labor agreement.

Sixteen of 21 drivers signed the petition, which was presented to their business agent at the contract meeting. The BA presented a copy of the petition to management, which was horrified.

It's a long time until we ratify a new agreement, giving UPS plenty of time for its counter offensive. The business agent was accused of putting the drivers up to it, and at last report an IE team was being sent to do a time study. Drivers who sign petitions or grievances to void incentives and who are harassed for this activity should work together to file unfair labor practice charges at the NLRB. If your local union will cooperate and file them for you, so much the better!

The Kelso drivers will have to maintain their resolve to win, and with business agent Buzz Brown backing their demands that will help. But they've already provided a valuable example for thousands of UPSers nationwide.

A TDU brochure on the Incentive Plan, "What UPS Won't Tell You," is available through the TDU national office. Single copies free to TDUers, others please include a donation. Bulk orders: $1 for 25; $2 for 50; $3 for 100.

'Waiver Form' and Feeders' Rights

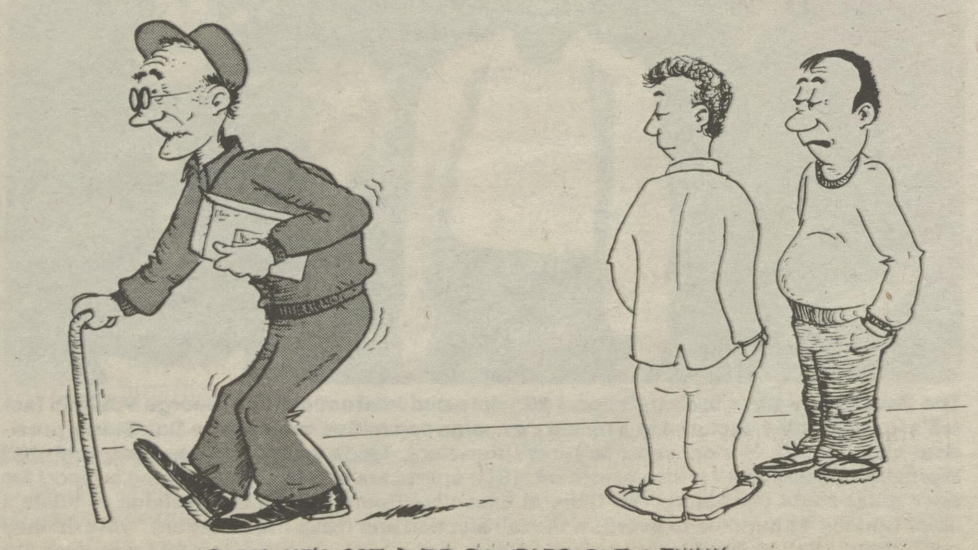
Al Barlow, director of the union's parcel, small package trade division, signed an agreement with UPS "on a waiver form to be signed by feeder drivers subject to DOT drug testing regulations." A TITAN message to all UPS local unions instructs them to post the notice to inform all feeder drivers about the form.

The use of the term "waiver form" is causing concern among drivers. It is a misuse of the term, as there is no waiver of contractual or legal rights. The document is actually a consent form, which authorizes collection of a urine specimen to be tested for controlled substances and partially explains the procedure.

Following is a check list to help you protect your rights:

- Carry a copy of the union-negotiated form for reference, and compare it to the one you are asked to sign prior to a drug test. (See and clip coupon next page.)
- If the language is identical, you must sign it, as the union has entered an agreement with UPS. You may write "under protest" next to your name if you wish.
- If the language is not identical, or if there is any waiver of contractual or legal rights, refuse to sign it until you can confer with your business agent. Make it clear to management that you are not refusing to take a drug test, you are just refusing to sign the so-called waiver form until you're sure it contains the official language.
- Drivers are not required to sign any other form and should never sign any waiver of further contractual or legal rights.
- Remember, refusal to submit to a drug test mandated by our UPS agreement or federal law will be reported as a positive test that will disqualify you from driving and could lead to discharge.

You have a right to union representation in all matters related to drug testing. Don't take any chances with your job security. Contact your local union or TDU for advice.



UPS & Downs

UPS Leads Pack by Wide Margin.

In a Feb. 13 article on UPS rate increases, the *Wall Street Journal* reported, "Already, the UPS move has been matched in the business-to-business delivery market by little Roadway Package System" and analysts expect Federal Express to raise its rates April 1. "UPS has an estimated 80% to 90% of the nation's small package ground delivery market," the newspaper reported, while RPS "has an estimated 2% to 3% share of the small-package ground market." Emery Worldwide, which lost $66 million for corporate parent Consolidated Freight Inc. in 1989, raised its rates in June. An industry analyst questioned the need for a rate increase, saying UPS is "making more money than everybody else in the business combined."

Crocodile Tears and Megabucks.

When UPS cries poor it comes off about as credibly as it would from the mouth of Donald "The Donald" Trump. That's why UPS holds special labor-relations workshops for management to teach them how to keep a straight face. Year-end reports for 1989 are not yet available, but unaudited figures are available through the third quarter.

Delivery volume increased 12.5% to more than two billion packages through Sept. 30, 1989. Gross profit during the first three quarters of 1989 was $817 million on revenues of $8.9 billion, compared to gross profit of $760 million on revenues of $7.9 billion during the same period in 1988. Net profit after taxes is down slightly at $499 million for the period compared to $533 million in 1988, "reflecting the higher effective tax rates," according to UPS. But with the usual high fourth-quarter volume, UPS is on course for another $700 million year.

When 1989 year-end reports are issued, they will contribute to a grand total of more than $5 billion—$5,000,000,000—in net profit after taxes during the decade of the 1980s!

GROCERY & LOCAL CONTRACTS

N.Y.-N.J. Cases Show Need

Defend Your Right to Vote on Local Contracts

TDU organizing and legal action have made a big difference on members' rights on contract votes. Most of these actions began over national contract votes; for example, the union's agreement to end "quickie" votes after the 1984 UPS contract extension. Another example is the final victory for Majority Rule on contract votes, which followed rank and file Teamsters' majority rejection of four national contracts in a row.

Steward's Corner

These rights also apply to votes on local contracts, both on ratification and mid-contract changes. The final sentence of Article 12, Section 1 of the IBT Constitution states, "All of the above provisions shall apply when a contract permits a reopener or is voluntarily reopened during its term."

The same article of the constitution requires that contract votes be secret. Yet in New York City and New Jersey, major contracts have recently been ratified by non-secret votes. The agreement between Local 295 and its biggest employer, Airborne Express, introduced part-time workers and the vote was not secret. Many verbal assurances given at the time of ratification have proved elusive. Furthermore, since the agreement, business agent Tony Calagna has written many side agreements "clarifying" and expanding the role of part-timers without submitting these changes to a vote.

The situation in Local 295 illustrates a key element in defending your rights. Although there have been many complaints about the agreement, there has not been an organized group within Airborne capable of mounting the necessary internal-union or legal challenge to the improper conduct on the contract or mid-contract changes.

New Jersey nursing home workers in Newark Local 97 recently discovered another kind of violation. The vote was secret but based on an oral reading of the changes by the business agent. When the contract came out many extra takeaways were included, such as a clause cutting back on vacation rights of high-seniority members. This was obviously not fair and meaningful, and a challenge is being considered. One way to avoid this problem is to demand—or even pass a bylaw—that each member shall have a copy of all proposed changes before they are voted on.

At the Waldbaum's grocery warehouse on Long Island many members were stunned to discover that they had accepted a contract with a lump-sum bonus instead of annual pay increases. The shock worsened when management claimed a new right to discipline workers for low productivity. These members of Woodside, N.Y., Local 707 had signed a pre-contract petition agreeing to lump-sum bonuses, but not production standards, when they were called in the office individually. This in no way constitutes a secret ballot and certainly leaves room for intimidation.

Protect Your Legal Rights

Your legal right to a fair and meaningful vote on your contract derives from our IBT Constitution, which now includes Majority Rule, and the Landrum-Griffin Act. You are entitled to certain rights, but you must be organized, well informed and act quickly to make sure they are enforced. TDU is here to advise you on your rights.

As bargaining is in progress or as a ratification vote approaches, be sure to get a commitment that all aspects of the proposed contract be provided, in writing, to the membership, with an opportunity to discuss and debate it. Make sure there is adequate notice to all members of any vote. It is often a good idea to request specific rights, in advance, via certified mail.

Keep in mind that any legal action that would be initiated over a denial of contract voting rights has to be taken immediately, not long after the fact.

However, lawsuits can be expensive and drag out for a long time. So it is not only necessary, but may be much cheaper and quicker to assert your rights with the most popular backing possible within the union as early as possible. This should include certified letters to the local union and the International, but more people can also be involved through petitions, demonstrations during lunch hours, and big turnouts at union meetings.

UPS Drug-Test 'Waiver Form'

To: All Local Unions

From: Al Barlow, director of parcel, small package trade division

This is to advise that an agreement has been reached with UPS on a waiver form to be signed by feeder drivers subject to DOT drug testing regulations. The following form is the only waiver form which the company can require any feeder driver to sign. The company is instructing its regional directors not to utilize any other waiver form. Thus, if any driver is confronted with a different waiver form, he or she should contact the union and refuse to sign it. The driver should, however, indicate a willingness to submit to the required test. The text of the only agreed upon waiver form follows:

I, hereby, authorize (the UPS collection facility) to collect a urine specimen from me to test for controlled substances as mandated by the Department of Transportation, Federal Highway Administration. I understand that the UPS collection facility shall then send the urine specimen to a NIDA approved laboratory for testing. This report shall identify the drugs tested for, whether the test was positive or negative and the quantitative results, if requested by the Medical Review Officer. The Medical Review Officer shall consult with the employee in the event of a confirmed positive test result and, if that result is verified, will report the result to appropriate UPS management and shall report the drug(s) for which there was a positive result, but shall not disclose to UPS the quantitative results of the positive test. The Medical Review Officer shall report negative test results to the appropriate UPS management. In the event a grievance is filed challenging any aspect of the drug test, I understand that the quantitative results of the test will be released to a representative of UPS and my union.

I understand that if I refuse to submit to the required test, it will be reported as a positive result and I will be deemed medically unqualified under the Department of Transportation regulations, and also subject to language in the supplemental agreements.

RON CAREY VIDEO TAPE

A 30-minute video tape of Ron Carey, independent candidate for Teamster General President, is available from the TDU national office. Carey, president of New York Local 804 for 22 years, addressed the 1989 TDU Rank & File Convention, which voted to endorse his candidacy.

Find out more about this candidate for General President—order your tape today. Cost: $15. Send your order to TDU, P.O. Box 10128, Detroit, Mich. 48210. Be sure to include your full address, including zip code.

Grocery Bag

Tacoma Teamsters Working Without Contract at Super Valu.

Teamsters at the Super Valu warehouse division in Tacoma, Wash., have been working without a contract for nine months. This was the workers' choice, in an effort to tie their contract expiration date with that of the grocery division, which comes due May 1. But now locals 313 and 599 are claiming it can't be done and they have to settle a new contract before May 1 or they'll lose everything. No wonder there's never been a master contract in grocery, with that kind of mentality. In addition to this, the company is claiming that the grievance procedure is no longer in effect but other parts of the contract are, as negotiations continue. Without a grievance procedure, the only remedies for disagreements and problems these Teamsters apparently have are on-the-job actions and old-fashioned worker solidarity.

Kroger Set to Reap Benefits of Combo Stores.

Kroger Co. took on a $5.5 billion debt—$1.9 billion of it in junk bonds—to restructure in 1988 and avoid a hostile takeover. The debt service caused a net loss of $72.7 million in 1989. But the good news is Kroger's nearly $2 billion spending spree to build giant combo stores in the years just prior to restructuring is about to pay off. According to *Business Week*, half of Kroger's 1,234 stores are combos, "whose eye-catching and high-margin departments ... give Kroger ways to compete besides price. With construction spending behind it, Kroger should get by on capital expenditures of as little as $160 million a year over the next few years."

Big Brother's Orbiting You.

Tripifoods, a Buffalo, N.Y., wholesale company, tracks it's entire fleet by satellite. One of the warehouse supervisors remarked at a productivity conference of a wholesale grocers association, "When a driver pulls into our dock, we have exact data on what happened on the trip. And the bottom line is, he knows we have it." The system gives information such as vehicle locations, arrival and departure times, on/off ignition reports, idling, and speed and RPM data. Drivers can also send messages through the system, and the transportation supervisor of the company said, "It puts something in the driver's hand. They take pride in it."

CARHAUL

Ford Shifts Traffic From Leaseway

By early March, Ford Motor Co. will have shifted all traffic away from NuCar to other carriers. Most traffic went to Allied Systems, including terminals as far North as Selkirk, N.Y., and Ayre, Mass. E&L picked up some traffic in the Midwest. The Newark and Edison, N.J., terminals are apparently still up in the air at press time. Local 299 members were told that where two carriers shared traffic, as NuCar and E&L there, Article 5, Section 4(c), will be utilized, dovetailing the seniority lists.

Odd and dangerous is the reported move of Active into Wilmington, Del. Active, up until now, has hauled heavy trucks out of Louisville, as a supposedly minority-owned contractor in which Jupiter Transportation has a big stake. Louisville Local 89 is still contesting an election to represent the Active drivers there.

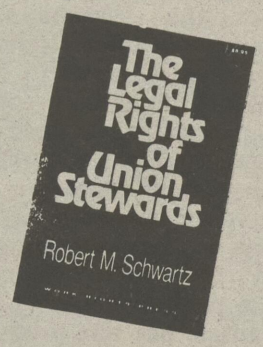
Loss of this traffic can only have a negative effect on the cash flow that Leaseway Transportation needs to pay the debt the speculators took on when buying it. The bondholders and the bankers are playing chicken. The banks extended Leaseway's credit only through June and are demanding full payment of Leaseway's obligations. This puts the squeeze on the bondholders.

Meanwhile, the junk bondholders did not get paid the $12.75 million they were due Feb. 1. If this is not paid by March 2, the bondholders could force Leaseway into reorganization or liquidation in bankruptcy court.

Carl Icahn, another takeover artist, has bought 25% of Leaseway's junk bonds (not 25% of the entire company). The bonds are now selling for 17 cents on the dollar. Icahn is reportedly negotiating with the main bank, Citibank.

There are certainly to be complicated ramifications of these shifts. When a similar shift happened during the car sales slump in the early 1980s, thousands of Ford and GM haulers were caused needless hardship. Improvements added in the 1982 contract will give members some more protection. The way to handle this situation is quickly, in the open, with elected representatives of all affected employees working with our top union leadership in carhaul.

The Legal Rights Of Union Stewards



A comprehensive explanation of the rights of union stewards, officers, and business agents. Written in an easy-to-read question and answer format, topics include the right to information, duty of fair representation, Weingarten rights, and protecting the grievance process.

Price: $9.95 each (postage and handling included); $8.95 each for 5 or more.

Please send me _____ copies Amount enclosed $_____

VISA/Mastercard # _____ Exp. date ________

Signature _____

Send to: TDU, Box 10128, Detroit, Mich., 48210

Carhaul News

CAT Drivers Reject Running-Mile Traffic.

Drivers at Complete Auto Transit in Shreveport, La., voted No on some new running-mile traffic out of Fort Wayne, Ind., after management took a "take it or leave it attitude" on the terms. We do not believe the reports that the backhaul zones included Canada on the north and Mexico on the south. There have been the usual rumors that Ryder would set up another terminal as it claimed in Georgetown, Ky. But Local 651 showed that resolute, persistent action by the local can foil this tactic. Shreveport members will need to make sure their officers do as well.

Meanwhile, Shreveport's junkiest trucks got painted black and were moved by unknown and untalkative drivers to one of Ryder's "Quality Auto Transit" terminals. Moving these trucks is bargaining unit work and a grievance has been filed. Wise up, Quality. They pay you junk, treat you like junk and give you junk to drive. Join the Teamsters.

Grievance Panel Schedule.

Some business agents pretend the grievance panel schedule is a mystery. Every BA has a copy of the whole year's schedule. Here are the grievance hearings through Memorial Day:

National—April 24-26—Sheraton, Scottsdale, Az.
Central/Southern—May 15-18—Bellaire, Mich.
Eastern—March 19-23—Sheraton, Cambridge, Mass.
April 16-18—Sheraton, New York City
May 22-24—Palace, Myrtle Beach, S.C.
Southern—April 3-6—Diplomat, Hollywood, Fla.
C/S/E Driveaway—March 1-2, Executive Inn West, Louisville
Michigan—Feb. 27-March 3, Livonia
April 10-13, place to be announced
May 22-25, place to be announced
Ohio—March 29-30, Parke Hotel, Columbus
Quad City—March 26-27, Fort Wayne, Ind.
May 7-8, Lexington, Ky.
Western—April 20, Embassy Suites, Scottsdale, Az.
Northwest—Feb. 19-20, Embassy Suites, Scottsdale
Southwest—Feb. 19-20, Embassy Suites, Scottsdale
April 18-19, Embassy Suites, Scottsdale

Carriers Shop for Unions To Divide Carhaul ...

Management continues to shop for other unions that will give them cheaper contracts to use against Teamster carhaulers.

The latest outfit to snooker an overeager local is Safety Carriers, which signed up with a Machinists union (IAM) local in Texas. Although Safety started in Texas, it will be hauling Hyundais from Montreal to Chicago. We have heard that Jupiter has a hand in Safety, but can't pin it down yet.

Also coming to a head is the UAW's intrusion into our jurisdiction through Robin trucking, which mostly hauls parts one way and cars the other in soft-sided vans. However, Robin is now operating regular carhaul rack equipment in the Port of Newark. It is being run by Joe Widina, who left Anchor under a cloud. Robin's contract is up now and both New Jersey Local 560 and Baltimore Local 557 have challenged the UAW. By the way, the UAW action seems to have started at the local level rather than at the top UAW leadership.

The National Labor Relations Board has apparently referred these matters to the body of the AFL-CIO that settles jurisdictional disputes. The IBT recently ran afoul of this body in a separate dispute, concerning a TJ Maxx warehouse in Indiana. We hope each dispute will be judged on its merits.

... But Your Action Can Help

We urge carhaulers at every terminal to send messages along the following lines to the AFL-CIO, the Machinists union and the United Auto Workers. Please send a copy to TDU and the IBT, as well.

To Our Brothers and Sisters in the IAM, UAW and AFL-CIO:

Local unions of the United Auto Workers and the International Association of Machinists have been drawn by management into arrangements designed to undercut the carhaul jurisdiction. TNT has signed on with the UAW at a wage rate used to whipsaw against Teamster contracts. Although this began as a limited operation, it is now expanding into work that is exactly equivalent to our Teamster work.

A Texas local of the IAM has reportedly signed a contract with a company formerly based in Texas but which has now expanded into the Northeast, again at a rate being used to threaten Teamster jobs.

We have enjoyed the occasions on which we have worked together in solidarity and we regret any occasions of unnecessary friction. We urge all unions to leave the carhauling jurisdiction to the Teamsters union. Rank and file carhaulers stand 100% behind our International union leadership in this request, even though we have often rejected contracts that they have proposed to us.

We know our employers are preparing to test us in the future. Rank and file Teamsters are ready for that struggle. But we do not want to have to fight union brothers and sisters at the same time.

Send messages to:

AFL-CIO
815 16th St., N.W.
Washington, D.C. 20006 Phone: (202) 637-5000
United Automobile Workers
8000 E. Jefferson Ave.
Detroit, Mich. 48214 Phone: (313) 926-5000
International Association of Machinists
1300 Connecticut Ave., N.W.
Washington, D.C., 20036 Phone: (202) 857-5200

LETTERS FROM OUR MEMBERS

Why Wives Should Become Involved in TDU

Today there are many forces that work against marriage and family life. Problems on the job can cause strain on the home front. For the working Teamster, especially road drivers who have to spend much time away from home, a choice must often be made between spending time at home and making enough money to make ends meet.

Society gears the husband, as the principal wage earner in many families, to bear all the burdens of performing well on the job despite countless work-related problems. Men are often conditioned to keep these problems to themselves and feel that they shouldn't bother the wife and family with them. Many wives, therefore, don't even know what problems their husbands face at work, much less comprehend how these problems affect him and, eventually, her and the family. If a wife understands why issues like the pension fund, the right to strike, and improvements in the grievance procedure are important to her husband and to his livelihood, she can begin to understand the need for organizations like TDU and she can appreciate the need for both her husband's and her own involvement. A concerned and informed wife can and will be a tremendous asset to TDU and an invaluable ally to her husband. After all, a Teamster who hassles with the union over little or no representation and with the company over conditions and pay, can't sustain that fight very long if he also has a battle on the home front over the time he spends in TDU.

Let's support our spouses and TDU—unlike the Teamster's union, TDU encourages spouses to take an active part in the organization.

Charlotte Cooper
Local 795 spouse
Liberal, Kansas

Increase Pensions

Increase pensions for those of us that are already retired and drawing $300 to $500 per month with 20 to 25 years of service. We are the ones that have built the Teamsters and pension funds.

Loy K. Faulk
Local 549 , Mason & Dixon, retired
Blountville, Tenn.

Ending Corruption Number One Goal

I think TDU is doing a great job. Reporting the facts—all of them, good or bad—with honesty is the key. Eliminating corruption at all levels of our Teamsters union is the number one goal. Lack of pride and apathy are the cancers that are tearing this union apart. I see it every day. The Right to Vote was a major step. Now everyone must use that right.

An all-out effort to organize CWX, Viking, Best Way, and others must be our number two goal.

Jack Leedle
Local 63, ANR
Riverside, Calif.

Right to Vote a Turning Point

I think you people are doing a damn good job. Just don't slack up now. I think the right to free elections to vote for who we want is going to be the turning point for what our union stands for. Any American who does not want to vote should move to the country of his choice that does not allow a person to vote.

B.B. Thomas
Local 886, Roadway
Del City, Okla.

Pressure IBT, UPS For Better Pensions

I believe that TDU should focus strongly on pressuring the IBT, UPS and the pension trustees to make equitable provisions for employees to retire at their option of either 20, 25 or 30 years of service with full reciprocity, and to allow the rank and file to have a voice in selecting the pension plan trustees.

Alan Leach
Local 58, UPS
Tillamook, Ore.

Think About It

Straight Talkin' With Forked Tongue

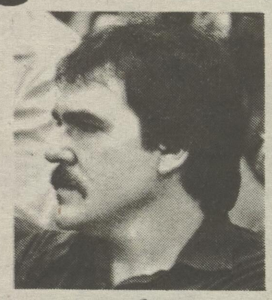
Dominick Buscemi
Local 773, Preston
Allentown, Pa.

Here's a little straight talk about that straight talker, Brother Billy McCarthy, and his "President's Message" in the January 1990 edition of the *International Teamster*. Brother Billy appears to be outraged over the democratic reforms that are taking place within the Teamsters union. He talks about the "ideals of democratic unionism and fraternal assistance," and says that he is committed to "preventing anyone from unwarranted interference" in our union. Yet he doesn't mention anything about Barbara Friedman or George Vitale.

Barbara Friedman is the wife of Harold Friedman, former International VP and principal officer of Cleveland Local 507. She was "appointed" to fill the secretary-treasurer post formerly held by the late Jackie Presser. It was also decreed that if her husband were ever forced out of office, her salary would increase from $600 to $3,000 a week. Well, Harold couldn't fulfill his term because of his conviction for racketeering and embezzling union funds, so Babs got the raise. Yet, Mr. Friedman remains in good standing with Brother Billy.

George Vitale is also an International VP. He was the principal officer of Detroit Local 283 until he was defeated by Don Stone in the local election last fall. According to the IBT Constitution and federal law, the winners should have taken office Jan. 1, but Vitale protested the election and refused to vacate the post. In fact, straight talkin' Brother Billy wrote to Vitale on Dec. 28 to say: "I hereby order the current incumbent officers to remain in office pending any appeal of the rerun election." It seems he wasn't too concerned about *these* "unelected entities" and *their* "unwarranted interference in the daily affairs of our local unions."

Brother Billy also mentions "fraternal assistance." He says that he'd like to publish more about the events that are important to the labor movement. Where was our *International Teamster* when the United Mine Workers were trying to get the media to focus attention on their struggle in Virginia? They conducted a dramatic, non-violent, two-day takeover of one of Pittston's main plants, which was the first plant sit-in strike since 1937. Yet none of the major news stations carried the story.



When the *Cleveland Plain Dealer* exposed Jackie Presser for being a government informer and taking kickbacks, the IBT had enough clout to get a phony front page retraction; yet, Brother Billy couldn't get the press to acknowledge the Mine Workers' courage and discipline.

Think about what a real labor leader could do with a workforce that has the power to shut down the economy in a matter of days. C'mon, Brother Billy, talk, no matter how straight, is cheap. If you can't do something with that kind of economic leverage to keep our standard of living, job security and working conditions from deteriorating, then you should be talking about finding another line of work. Perhaps you should consider sportscasting. They do a lot of straight talking, too, all from the sidelines.

Editor's note: Comments on opinions expressed in "Think About It" are welcome.

TDU Meets

We encourage all TDU members and rank and file Teamsters who support reform to attend chapter meetings and find out how you can get involved during this historic period in our union.

Atlanta
Saturday, March 3 and
Saturday, April 7
6 p.m.
College Park Fire Dept.
Sullivan Road
College Park, Ga.

Chicago
Sunday, March 18
1 p.m.
VFW Hall
5858 S. Archer (off Central)
Chicago

Cincinnati
Sunday, March 11
Time and place TBA
(313) 842-2600

Denver
Saturday, March 24
6 p.m.
Western Motor Inn
Vasquez Blvd. at I-70
Denver

Eastern Pennsylvania
Monday nights
6 p.m.
Amber Club, Rte. 611
Swiftwater, Pa.

LeHigh Valley
Sunday, March 11
11 a.m.
UAW Local 677 hall
2101 Mack Blvd.
Allentown, Pa.

Memphis
Tuesday, March 6
7 p.m.
Wheel Estates Mobile Homes
Brooks Rd. at I-55
Memphis, Tenn.

San Francisco
Saturday, March 11
10 a.m.-noon
Potrero Hill Neighborh'd House
953 DeHaro St.
at Southern Hts. Ave.
San Francisco

St. Louis
Sunday, March 18
Noon
Amvets Post 88
8449 N. Broadway
St. Louis

Virginia
Sunday, March 4
10 a.m.
Holiday Inn Airport
Exit 2S off of 581
Roanoke, Va.

Rank & File
PENSION BILL of RIGHTS

■ LIVABLE RETIREMENT BENEFITS:
After 25 or 30 years, a Teamster has *earned* a good pension benefit. Our trustees should take steps to pay $2,500-$3,000 for 25-30 year veterans, regardless of age. Pay a decent benefit to Teamsters forced out of the industry before they reach 25 years. Provide all members with information on what contractual contribution rates are necessary to reach these goals.

■ TRUSTEES WHO WILL WORK FOR OUR INTERESTS:
Union pension trustees must serve the members, not the employers. Their primary goal should be to maximize benefits to members, not to keep down liabilities or contribution rates for employers. Those trustees who refuse to serve the members must be replaced with elected representatives. We demand an end to the system of our dues paying three or four pensions to our trustees, who then lose interest in our benefit levels.

■ NO CHARGE FOR HEALTH CARE COVERAGE:
More and more retirees must pay $50, $100 *and higher* monthly charges for health and welfare coverage, often for reduced benefits. Our retirees have earned quality health care just as they have earned their pensions. As health care costs continue to rise, we need to anticipate the need for increased funding levels, rather than forcing our retirees to suffer.

■ REAL COST-OF-LIVING INCREASES:
Adjust pension levels for inflation, as social security and some other pension plans do. A Teamster who retired at $1,000 a month a decade ago now has a pension worth less than half that, after inflation.

■ FULL RECIPROCITY AMONG ALL TEAMSTERS PLANS:
Reciprocity, or the ability to carry pension credits as you move from one Teamster job to another, is one of the important benefits of Teamster multi-employer pension plans. Yet not all our plans have agreed to this. The International General Executive Board made note of the problem in January 1990; now they should take real action.

■ RIGHT TO SUPPLEMENT A PENSION:
Some plans place unreasonable restrictions on retirees supplementing their incomes. The average benefit paid in 1988 was $450, not enough to live on. Permit all retirees the right to supplement their income with work that does not deprive Teamsters of jobs, or harm our union.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name_____ Local Union #_____
(please print)

Address _____

City_____ State or Province_____ Zip_____

Phone ( ) . Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other_____

Optional: Spouse's name_____

___$30 membership fee for one year's membership & subscription to CONVOY DISPATCH.

___$75 three year membership fee. ($10 of this shall be rebated to the local chapter.)

___$15 for spouses; retirees; & Teamsters who gross less than $12,000 a year.

☐ Check or money order ☐ Cash

☐ Mastercard/Visa: #_____ Exp. date___/___

Date_____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)

Join the Fight For Better Pensions

TDU is working for benefit improvements and real representation from our pension trustees. TDU is there for your pension ... in court, in the contract fights, at the IBT Convention and in the first-ever elections for IBT officers next year. Invest $30 in the movement that's working for a more secure retirement. Join TDU today!